apt23 Corporate Goals

1 Financial Outcomes

Achieve revenue goal of **$20M**

a) Consulting revenue: $14.5M
b) EAS legacy and full custom: $3M
c) Products (ILS/IE/GMA/Legacy SelMet): $2.5M

2 People

Execute Talent Management Plan including recruitment, hiring, development, and competitive total rewards; ensure employee and team connectedness.

3 Products ($2.5M)

Execute product management process for Interviewer Experience (IE), Growth Mindset Assessment (GMA), and Inclusive Leadership Solutions (ILS); provide product education and skill building for APT team; evaluate new product opportunities and develop new product(s) for future years.

4 Community Engagement

Complete APT sponsored pro-bono project(s); support employee interests / skills that benefit the communities in which we live and work.

5 Quality Enablement

Drive quality, efficiency, and coordination via improved tools, technology, knowledge management, templates, capabilities, and processes.

6 Technology

Identify tools and continue journey to enable our remote workforce; scan external environment and implement tools.

7 Thought Leadership

Write and publish industry related thought leadership which drives market awareness on APT brand (products, services, and offerings), APT POV, as well individual professional visibility.

Executive Sponsors

Marty Kelly

Rebecca Parry

Jason Griffin

Brian Cunningham

Ren Nygren

Rebecca Parry

Toni Locklear

Bob Lewis

Steve Kushubar

Simon Charles

Toni Locklear

Bob Lewis

Internal Use Only – Company Confidential

Pre-Work Questions for Annual Meeting Activity

(1) Which goal (or goals) are most interesting to you and why?

(2) What aspects of your job might relate to the goal(s) that interest you?

(3) What do you think you could contribute to the goal(s) that interest you?

(4) What would a successful contribution to the goal(s) that interest you look like?

(5) Are there any barriers to your involvement? How might those barriers be removed?

(6) What support would you need in order to contribute to the goal(s) that interest you?

Internal Use Only – Company Confidential